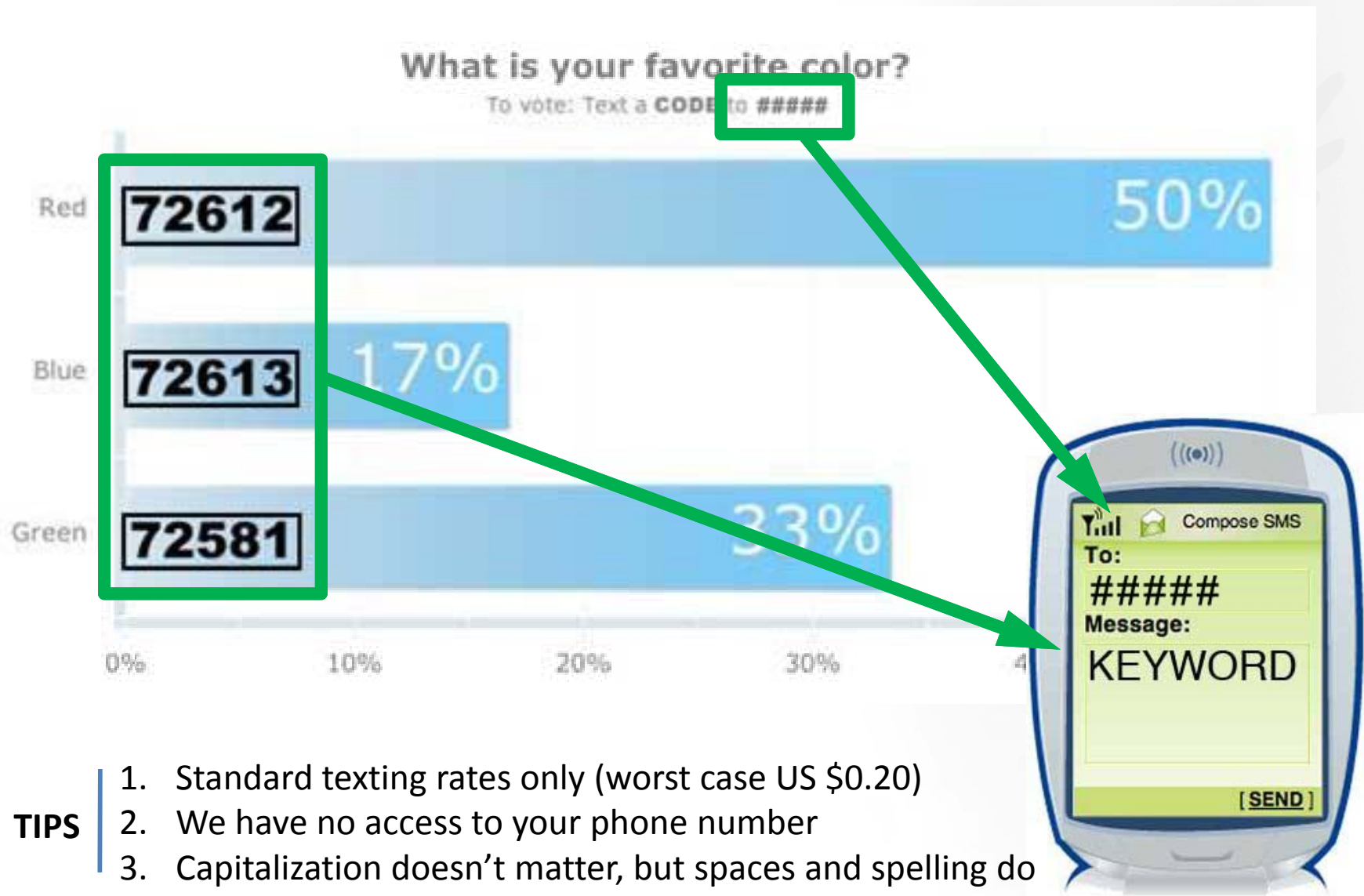
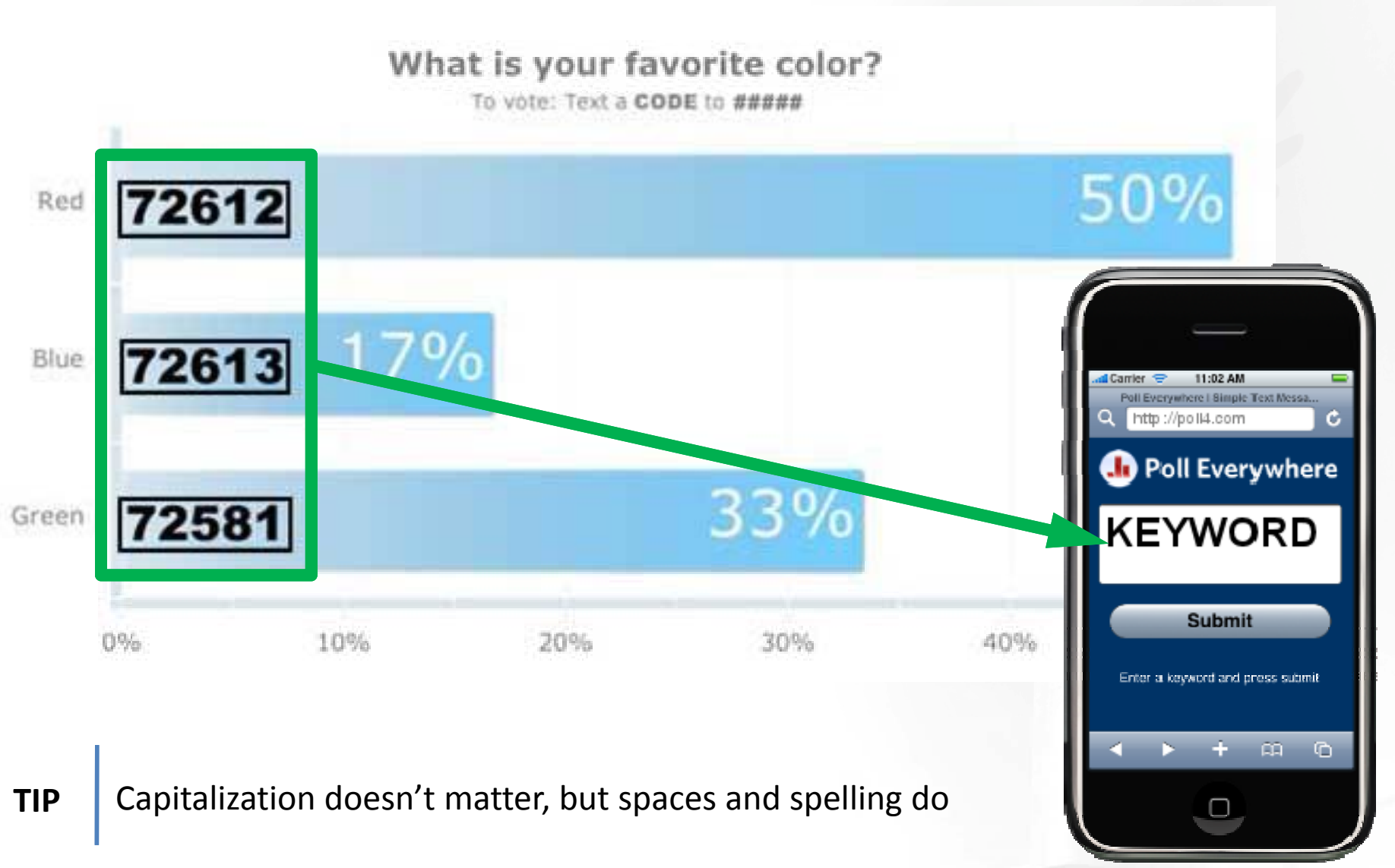


Avoiding Stress and Burnout As a School Counselor

How To Vote via Texting



How To Vote via Poll4.com



Overview

Compassion fatigue and burnout: A definition

Expectations: Your reasons and role

Two categories of stress

The prevention plan: Preventing stress, burnout, and compassion fatigue

COMPASSION FATIGUE AND BURN OUT: A DEFINITION

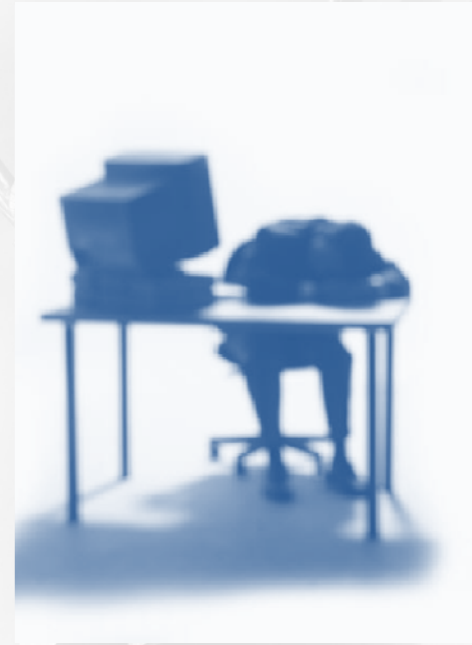
Stress



- Definition: no specific response of the body to any demand
- Stress releases more adrenaline and cortisol into the blood stream with the potential for harmful effect over time:
 - Increased cholesterol
 - Narrowing of capillaries and other blood vessels leading in and out of heart
 - Decrease in the body's ability to flush excessive cholesterol out of its system
 - Increase the blood's tendency to clot
 - Increase in the depositing of plaque on the wall's of the arteries

Burnout and Compassion Fatigue

- The experience of long-term exhaustion and diminished interest
- You experiencing the stress vicariously through the people you are working with
- Secondary trauma



Factors that Lead to Compassion Fatigue and Burn Out



- In the US
 - 20 million alcoholics
 - 10 million drug addicts
 - 5 million addicted to prescription drugs
 - Every addict has a significant impact on 6 people = 2/3 of the country is impacted

Factors that Lead to Compassion Fatigue and Burn Out



- 1 out of 3 girls and 1 out of 4 boys will experience some type of sexual abuse before graduating from High School
- 5,000 teen suicides a year. For every completed act, there is 400 serious attempts = 2 million attempts a year
- 16 million of new cases of STDs in this country a year; once every 2 seconds.

EXPECTATIONS: YOUR REASONS AND YOUR ROLE

Personal expectations



- Most of you are becoming school counselors for what reason?



Expectations Lead to Stress

- When you enter the field, you probably plan to be successful.
- How do you define success? (Quantitative vs. Qualitative)
- Quantitative indicates numbers; qualitative indicators are those that make a difference in peoples lives by helping them to become more Christ like.
- God is in the refining business and works from the inside out (e.g. Moses and the tabernacle)

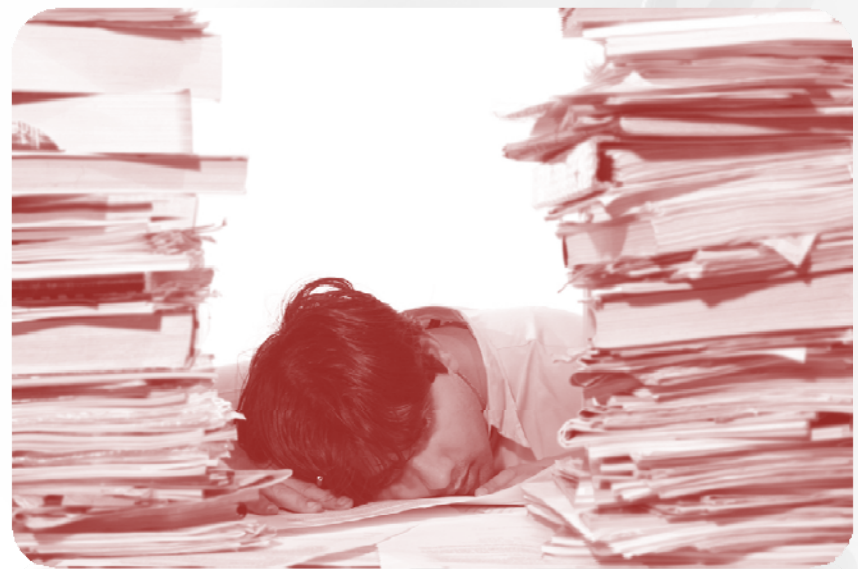
Others expectations



Expectations Lead to Stress

The individual expectations may be legitimate.

However, the composite expectations may kill you.



Expectations Lead to Stress

- Equipper
- Organizer
- Teacher
- Exhorter
- Promoter



Expectations Lead to Stress

- Counselors often accept impossible job descriptions (e.g. plate spinning).
- Acceptance of a crazy making job description means that an counselor may have been put on a pedestal and he/she needs to be very careful if he/she comes to like the view from there (e.g. nice to be wanted, needed)



Expectations

- When an counselor realizes that he/ she can not live up to the expectations, he/she may:
 - Leave
 - Seek to control everything and everyone
 - Seek illicit pleasures to nullify the pain (e.g. substance, affairs, porn)
 - Project a phony image of adequacy by wearing a mask. This leads to isolation



Stress Leads to Image Problems

Counselors are not supposed to fail, hurt, or be human.

This leads to stress.

Stress increases the resistance to getting help. The result is crisis.

TWO CATEGORIES OF STRESS

Two Categories of Stress

1. The stress of counseling.



2. The stress you bring.

- Educators who have dealt with the internal category of stress are better equipped to handle the external category.
- Ask yourself, or someone close to you:
 - Is my ministry of educating causing the problem in my life?
 - Is my ministry reveling problems in my life?

Two Categories of Stress

- The wide variety of demands, coupled with the inability to set boundaries, means that educators spend a lot of time outside of their gifting. This leads to anger, frustration, and a variety of other problems.
- Often the counselor is working harder than the student on his/her responsibilities. You thus, need to ask yourself, Am I? if yes, you have succeeded in letting others give you their job. You need to set boundaries.
- You are not in the business of picking up dirty socks



Two Categories of Stress

- Jesus called fisherman to be fishers of men,
Not:
 - Healers of Men
 - Restorers of Men
- Jesus is the Great Physician.

Two Categories of Stress

- If you are the answer to everyone's problems, you weaken the person. The person becomes unduly dependent upon you and the person stops growing. Growing old is not an option, growing up is an option.
- The presenting problem is rarely the real problem. Criticism is often a way of crying or controlling. Most criticism has non-rational base, so don't take it personally. It's not about you.



THE PREVENTION PLAN

Having a Personal Stress Prevention Plan

- Learn to rest because God is a lot about rest
 - sleep 25 years of life
 - Sabbath rest
 - wood choppers and axes

Having a Personal Stress Prevention Plan

- Learn to be silent and still.
 - Luke 5:15, 16
 - need to stop to be effective, especially when in demand
 - You are a sheep, not a cow
- Seek to give burdens to God each day
 - Matthew 11:30; 2 adjectives
 - Oxen- Tom and Jerry
- Learn to triage my daily and my life events

Having a Personal Stress Prevention Plan

- Learn to have realistic expectations of self and others
- Seek to resolve those things that can be attended to easily and quickly
- Learn to manage time or my time will control me

Having a Personal Stress Prevention Plan

- Learn to delegate to others whenever, wherever, and however appropriate
 - Jethro's advice
- Find one or two people in my life to be accountable to
 - 1 Kings 4
 - Luke 22:32

Having a Personal Stress Prevention Plan

- Don't forget my First Love. Mark 3:14

Having a Personal Stress Prevention Plan

- Know your weaknesses
 - Emotional Intelligence
 - Cultural intelligence



Your Prevention Plan

- Write a letter to yourself telling yourself the areas you need to change in your life to prevent stress, fatigue, and burnout.

